

**Faculty Salary and Budget Committee Meeting # 5**  
**Minutes of October 28, 2005**

Present: Larry Burns (Chair), Cynthia Coviak, Marinus DeBruine, Khedija Gahdoun, Zachary Kurmas, Sue Martin (ex officio), Kim Ranger, Donijo Robbins, Paul Stephenson, Joel Stillerman, Patrick Thorpe, Frank Ward

1. The meeting was called to order at 12:04pm
2. The minutes of October 14, 2005 were reviewed and approved.
3. Announcements
  - a) The Chair reported that he received a memo from John Peck regarding the formation of a Prospectus and Final Plan ad hoc committee. Don Williams agreed to represent FSBC on this committee and any recommended changes would be discussed with FSBC.
  - b) The Chair reported that he sent a memo to ECS requesting an update on the status of the FSBC January 15, 2005 recommendation to increase adjunct pay to \$667 per credit hour.
  - c) The Chair reported that he sent a memo to ECS requesting an update on the implementation status of the FSBC January 2003 recommendation to increase promotional bonuses by \$1,000 for each step.
  - c) The Chair reported that he attended the all-division update where the low state appropriations received at GVSU were discussed. It was noted that Higher Education in Michigan and nationally may continue to see a series of cuts in appropriations.
  - d) The Chair reported that the Clerical, Office and Technical Union representatives had a negative reaction to the medical benefits cost-sharing plan, and read an email from their union leadership.  
Discussion.

A recommendation was made for FSBC to let the various union(s) leadership know when issues are under consideration that will impact the university as a whole, but that the Chair will not make any further response to the COT union for now.

It was further recommended that if meetings with the various unions were held that the Chair of the UAS is considered the official faculty representative

- e) Discussion was held on what type of FSBC items should be posted on the Faculty Governance website, and when they should be posted.  
All Approved Minutes, Agendas, Formally Approved Proposals and

Recommendations will be posted on the Faculty Governance website.

4. There was discussion on the 2006-2007 Annual Salary Adjustment and the Chair will present this information to the Executive Committee of the Senate this afternoon.
5. The Chair received an email from Kathy Gulembo suggesting possible wording changes to the two- and four-year budget summary forms.

A motion was made and seconded for the forms to be amended and to have a place to report increases or decreases of more than 20% if the amount exceeds \$5,000. Approved Unanimously.

6. Discussion continued from the 9/23/05 meeting on the format and information contained in the Annual Salary Letter, and the differences there are between colleges.

It was moved, seconded and approved unanimously that the Faculty Salary and Budget Committee recommend to the Executive Committee of the Senate that they approve the requested changes to the annual faculty salary letter, and recommend to Administration that uniform data is identified in the annual salary letters to faculty, including: New Total Salary; the percentage of change from the previous year; the percentage of change identified as Merit increase; and the percentage of adjustment for compression and promotion.

7. The Chair will meet with the Chair of ECS to discuss the approval of the Major in Chinese Studies given the FSBC memo of 4/19/05 recommending new programs not be approved until a more positive fiscal situation arises at GVSU.
8. The Faculty Salary considerations of merit/other categories that had been tabled at the 12/5/03 meeting was discussed. Further clarification, definitions and discussion is needed.

For the next meeting it was suggested to discuss how the results will be communicated to faculty and what the range between categories are.

9. Adjournment 1:29pm